

Department of Labor & Industry  
Business Standards Division

Health Care Licensing Bureau

INFO-GRAM QUARTERLY NEWSLETTER

Wendy Keating, Commissioner, DLI; Jim Brown, Administrator, BSD; Lisa Addington, Bureau Chief, HCLB

Summer 2004 Issue  
Editor Helena Lee



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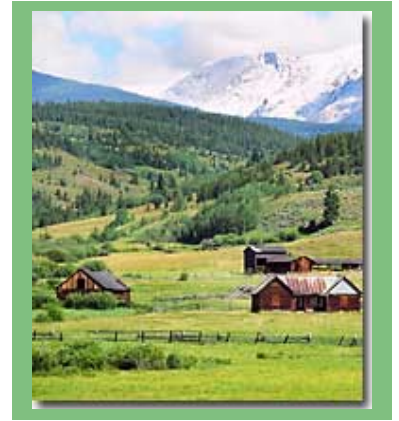
Summer began with the remembrance of our 40<sup>th</sup> President, Ronald Reagan. Responsibilities were rekindled as we recalled what it is to be an American, serving our country, our state and our community.

Our beloved President gave us the resolve and resilience to forge on in our duty and responsibilities facing us as a nation and residents of the Big Sky state.

Montana's expansive sky reminds us of our hopes for tomorrow. Majestic

mountains offer their serenity as a reminder of our strengths and beliefs. Fields of grain bring us the fruits of our labors.

Moving forward we take pride in our public service to Montanans. As public servants, board members carry out their duties for the benefit of the people of our state. Board members, pursuant to the constitution of Montana, are apprised by their board's legal counsel, of the possible conflicts of interest between their public service duty and their private interests.



Mt. Haggin Wildlife Management Area

Board members are appointed by the Governor to protect the public health, safety and welfare.

Board News Exchange

Alternative Health Care

The Board of Alternative Health Care has voted to send two members to the Council on Licensure, Regulation, and Enforcement (CLEAR) in Kansas City, MO, September 30 through October 2, 2004. CLEAR provides information on global trends impacting professional regulation as well as board member training sessions.

The next scheduled meeting of the Alternative Health Care Board will be a conference call on August 5 from 11:00 a.m. – 1:00 p.m.

Chiropractors

Board members Dr. Pamela Blanchard, DC, Dr. Daniel Prideaux, DC, and Program Specialist Cheryl Smith, attended the Federation of Chiropractic Licensing Boards (FCLB) national

conference in Denver, CO, May 4, 2004.

Topics included regulation of animal chiropractic, assorted legal issues that are encountered nationwide and regulation of the impaired practitioner.

Ms. Smith also officiated her first meeting as President of the Association of Chiropractic Board Administrators (ACBA) in Denver, CO, May 5, 2004. Topics included administrative law and panel discussions on the regulation of animal chiropractic. Panel members included veterinarians, college educators, and chiropractors that are currently licensed in other states as animal chiropractors.

The Board has implemented a "New Doc Program" to help educate the newly licensed chiropractors on current issues and familiarize them

with the state laws and rules. The program is held twice a year. Contact the Board office for further information on this program.

New rulebooks will be printed and mailed to licensees in late summer reflecting the rules adopted by the Board pertaining to fees, unprofessional conduct, and display of license. The rules went into effect March 29, 2004.

The next regularly scheduled meeting is October 29, 2004, in Helena.

Clinical Laboratory Practitioners

The next regularly scheduled meeting is August 13, 2004, in Kalispell.

You can view the agenda on the website [www.discoveringmontana.com/dli/cls](http://www.discoveringmontana.com/dli/cls)



*The ancient redwood trees,  
huge as they are,  
Have a very shallow root  
system  
Yet, they cannot be blown over  
By the strongest wind.  
The secret of their stability is  
the interweaving of each  
Tree's root with those that  
stand by it.  
Thus, a vast network of  
support is formed  
Just beneath the surface  
In the wildest storms  
These trees hold each other up.*

**By Dawna Markova**  
As printed in: *Reflections on  
Nursing LEADERSHIP  
Magazine, First Quarter, 2004*



## Dentistry

The Board will be finalizing rules as a result of the last legislative session on "Limited Access Permits" and "Volunteer Licenses."

## Funeral Service

Public member Jean Ruppert and Program Specialist Cheryl Smith attended the 100<sup>th</sup> Annual International Conference of Funeral Service Examining Boards (ICFSEB) Conference in St Louis, MO, in April 2004. Topics included Legislative Authority and Board Powers, Current regulatory cases and Attorney General Opinions.

Ms. Smith had the honor of being elected as President of

the Association of Executives of Funeral Service Boards (AEFSB) for 2004-2005. She formerly served as Vice-President for the past year.

Board member John Michelotti, Billings, has served on the ICFSEB Board of Directors for the past several years. Mr. Michelotti was elected President of the ICFSEB at this year's conference and will serve a one-year term.

The Board noticed changes to its rules pertaining to definitions, fees, crematories, crematory operators and technicians, perpetual care and maintenance fund reports, and audit expenses. The proposed rule changes can be viewed on the

website at [www.discoveringmontana.com/dli/fnr](http://www.discoveringmontana.com/dli/fnr)

The next regularly scheduled meeting is July 21, 2004, in Montana City.

## Hearing Aid Dispensers

Steve Wilson, Board Member, has recently been trained to administer the International Institute for Hearing Instruments Studies (IIHIS) Practical Examination. The IIHIS Practical Exam has five sections.

The Board has noticed a rule proposing to cap dispensing fees paid to licensees by customers who decide to return hearing aids.

## Medical Examiners

Ken Threet, with the assistance of Kris Cavazos, have renewed licenses for a total of 4,686 licensees: EMT Basic = 2,707, EMT First Responder = 1,639 and Paramedics = 340. There was a 41% first time use of on-line renewals, the highest percentage in HCLB.

## Nursing Home Administrators

Carla Neiman, Board Member, attended the National Association of Boards of Examiners of Long Term Care Administrators, June 16-18, 2004, in New York.

Presentations from the Continuing Education Committee included quality education related to the role of long term care administration. The Education Committee addressed the problems of basic education and other requirements for people entering the field. The Residential Care/Assisted Living Examination Committee spoke of their responsibility for the development and continuous review of the NAB RC/AL Administrators Examination.

## Nursing

### ★ A Farewell to Jill Caldwell ★

Ms. Caldwell, HCLB Unit 2 Supervisor and Manager for the Board of Nursing for 6 1/2 years, leaves HCLB to assume the position of the Business and Occupational Licensing Bureau's (BOLB) Bureau Chief. Ms. Caldwell has consistently gone the extra mile for the Board, the unit, the division and the department. Her endeavors have been recognized and rewarded. HCLB wishes her well and knows she will excel as Bureau Chief. We will miss her; our loss is the BOLB's gain.

## Occupational Therapy Practice

The Board sponsored two continuing education offerings with its 2004 Continuing Education Caravan. Christi B. Richardson, MS, OTR/L organized, planned and coordinated the caravan. There was no charge for attendance by licensees June 1 & 2, 2004 *Resolving Shoulder Impairments And Improving Function* was presented by Waleed Al-Oboudi, MOT, OTR, in Bozeman. Mr. Al-Oboudi is an NDTA, Inc. certified Coordinator-Instructor in Adult

Hemiplegia. He is one of two occupational therapists in the United States who has received the designation. June 11, 2004 *News On Knuckles: An Arthritis Management Update* was presented by Linda Botten, OTR/L, CHT, ATP; Dr. Jeffrey Hansen, MD and Dr. Peggy Schlesinger, MD, in Missoula. Ms Botten has 25 years experience as an occupational therapist. Dr. Hansen lives in Billings and has been working as an orthopedic surgeon in Montana for the last 18

years. Dr. Schlesinger lives in Missoula and has been practicing as an adult and pediatric rheumatologist in Montana for over 20 years. The Board is purchasing continuing education video/DVD programs from the American Occupational Therapy Association. The programs will be available for rent in late summer from the Boards' lending library. The lending library will be another way that the Board will offer more continuing education options for licensees.

## Optometry

Board Members Cynthia Johnson, OD and Delores Hill, Public Member, are attending the National Association of Registered Boards of Optometry (ARBD) meeting, June 2004, in Orlando, FL.

The Board is looking forward to the wealth of information they will be presenting to the full board.

## Pharmacy

Becky Deschamps, Executive Director for the Board spoke at the "100<sup>th</sup> Annual Meeting and Centennial Celebration Education Sessions" for the National Association of Boards of Pharmacy on April 26, 2004 in Chicago, IL. Ms. Deschamps was one of

seven panelists discussing the effects of drug importation on public policy. One of the paramount concerns of those opposed to drug importation has been patient safety. Drugs that are imported from other countries bypass regulatory mechanisms that ensure the safety, quality, and effectiveness of drugs. Several factors that affect safety when patients import their medications are: Patients are being pushed into a system with no pharmacist-patient relationship. Patients potentially patronize multiple pharmacies and multiple physicians with little or no oversight. Potential unauthorized drug substitution could cause confusion and/or adverse drug reactions. The Montana Board of Pharmacy has had firsthand experience with cross-border pharmacies.



*Rebecca H. Deschamps, executive director of the Montana Board of Pharmacy, discusses the dangers of drug importation during the session "Drug Importation: A Public Policy Discussion" on April 26, 2004. (Excerpts and picture from the National Association of Boards of Pharmacy Newsletter)*

## Psychologists



The Board of Psychologists has concluded subcommittee work in the areas of records

retention, therapy via electronic means, and licensure of foreign-trained psychologists. Rule changes in these areas will be effective July 2, 2004. The Board continues subcommittee work on proposed rule changes in the area of supervision.

## Physical Therapists

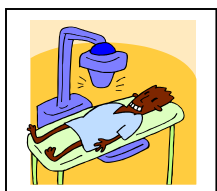
Brian Bowers, application specialist, and Linda Grief, program specialist, are processing applications for new graduates who are applying for licensure in the state of Montana. The website is updated as licenses are issued.



## Physiotherapy

## Radiologic Technologists Respiratory Care Practitioners

Legal Counsel Lon Mitchell and Program Specialist Helena Lee have been directed by the Board to move forward with draft language for an examination agreement with the American Registry of Radiologic Technologists (ARRT) Limited Scope Examination for limited permit holder applicants. The Board is anticipating a September implementation date for the exam. In fiscal year 2004, the Board administered 500+ category and general exams in conjunction with Job Service Centers across the state.



The Board will send a representative to the National Board for Respiratory Care (NBRC) meeting held in Kansas City, MO, September 10-11, 2004. This is the thirteenth annual meeting of the State Licensure Liaison Group, formed to promote effective communication between the NBRC, AARC (American Association of Respiratory Care), and the state agencies, which regulate the profession.

## Speech-Language Pathologists and Audiologists

Darrell Micken, AuD., Board Member, has taken his homework assignment seriously. Mr. Micken has been drafting language to reflect the Board's proposed qualifications for licensure as a speech-language pathologist or audiologist. The new educational requirements on the national level will be

implemented after January 1, 2005 for SLP's and after January 1, 2007 for AUD's.



## Social Workers and Professional Counselors

The current Rules for Clinical Social Workers and Clinical Professional Counselors are in the process of being re-numbered and transferred from the Department of Commerce to the Department of Labor and Industry. Look for the finalization and printable version of the complete Rules for these professions on the web site at <http://www.discoveringmontana.com/dli/swp> shortly.

The next regularly scheduled board meeting will be held September 10, 2004 in Helena. All interested parties are invited to attend.

## Licensed Addiction Counselors

The 1<sup>st</sup> Asia Pacific Institute on Addictions conference was held in Singapore May 30<sup>th</sup>-June 4, 2004. The conference was titled "Recovery Works, Current Trends in Addictions Prevention, Treatment, & Rehabilitation" and sported an international faculty of 26 world-class trainers. Training tracks included chemical dependency and criminal justice, family counseling, prevention, a corporate track, medical issues of addiction, nursing concerns, spirituality, and culture issues. The conference was attended by 400+ delegates from 24





*Singapore site visit – Cyndi Reichenbach with Conference Faculty*

countries with five continents represented. Among the attendees included Cynthia Reichenbach with the Department of Labor &

Industry, Licensed Addiction Counselors Program. In addition to attending the valuable training tracks, Ms. Reichenbach also served as the conference's 'roving reporter'. The role provided a priceless experience in interviewing and making the acquaintance of conference delegates, faculty members, program administrators, and heads of states from all over the world.

Ms. Reichenbach's attendance was made possible by support from the NAADAC, the National Association of Addiction Professionals, and MWATTC, Mountain West Addiction Technology Transfer Center.

## Veterinary Medicine

The Board of Veterinary Medicine has implemented a column on "Board Issues" in the Montana Veterinary Medical Association's (MVMA) quarterly newsletter. It is hoped that this cooperative effort between the Board and the MVMA will keep all licensees apprised on current regulatory issues affecting veterinary practice in Montana.

At its May 7, 2004 Board meeting, the members voted to send the Program Specialist Cheryl Brandt and President Linda Kauffman, DVM to the annual meeting of the Association of Veterinary State Boards in Kansas City, MO in September 2004. Topics included on the agenda are Veterinary on-line pharmacies, licensure of foreign graduates, and consistency in disciplinary sanctions.

## Guy Stavnes, Information Systems Manager

Mr. Stavnes received his BS Degree in Business and Accounting in 1978 from Black Hills State University, Spearfish, South Dakota. He was conferred the AA Degree in Computer Applications in 1976.

Guy has worked for state government since 1979. During his 25 years of service he first worked at Institutions (now the Department of Corrections) for 4 years and then with the Departments of Commerce and Labor & Industry and has worked on everything from Mainframe's to PC's and everything in between.

Mr. Stavnes served our country through his military service, as a Staff Sergeant, in the United States Air Force from 1968 – 1972. He served as a Personnel Specialist in North Dakota, Texas, Mississippi and Spain. This experience

## Information Technology (IT)

exposed him to the possibilities within Information Technology.

As Information Systems Manager within the Business Standards Division, he supervises John Kershisnik, Mike Field, Paul Mickelson and Hurrell Carter. Guy's duties include reviewing processes for standardization and making recommendations for streamlining and etc. He also recommends and assists in setting future technology direction and capabilities for the various bureaus within the Division.

When Guy saw the need to train the HCLB in Oracle and regular (end-user) programs and applications, he directed his staff to write, train and teach a number of business functions relating to the Professional and Occupational Licensing database system. Mr. Stavnes loves his job as it constantly changes and demands continual

exploration and continual learning and reading from the wealth of information that is available. Within the Information Technology industry, what used to be obsolete in 5 years now takes less than a year.

When a position becomes available in the IT Unit, Guy looks for open mindedness and a willingness to learn, listen, be accountable and responsible, adaptable, be part of a team and willing to take risks. His goal is to develop his personnel to their highest potential. The IT Support team is not restricted to a specific arena of work as their overall development of cross training in other disciplines within Information Technology is highly recommended and desirable.

Montana's big game hunting drew this former South Dakotan to the state. Hobbies also include fishing, wood carving, home brewing, gardening and continuously working on his wife's "honey do" list.

## Paul Mickelson - Information Systems Support Specialist

Paul received his Associate Degree in Network Administration, with an emphasis in Computer Science, in 2000, from the Helena College of Technology and a Bachelor's in Education, in 1978, from the U of Montana, Missoula.

Paul is a native born Montanan who enjoys the sports of big game and bird hunting, fishing, and snow and water skiing. Paul also officiates high school football. Paul taught Science from 1980-83, to grades 7 – 12, in Opheim, MT and was employed at Shodair Hospital from 1983-87 as an adolescent chemical dependency

counselor. Paul became intrigued with computers when he worked in the purchasing department at the Montana Tunnels Mine, Jefferson City, MT.

As Network Administrator Paul's duties include server administration and desktop application and laptop support. SPAM is troublesome to the state system, however the Espion interceptor gets 100% of the SPAM. There are 400,000 intercepts per week. The state of Montana is well protected from viruses. The wide area network has 3 – 4 levels of detection for scanning viruses. The Department of Administration, Information Technology System Divisions' security group provides a 24-hour advance notice to Paul to stay on

top of viruses and updates for HCLB staff.

Computers are a tool that Paul enjoys installing, configuring, reconstructing, fixing and keeping the system at optimum performance. HCLB staff thanks Paul for his trouble shooting and willingness to help in their 'times of need'.

*From June 11<sup>th</sup> to June 17<sup>th</sup>, BSD received a total of 12,940,596 emails. Of that total, only 6,471,555 were "legitimate" which means approximately half of the emails received were "SPAM" emails.*

Average Number of Visits per Day on Weekdays	1,312
Average Number of Hits per Day on Weekdays	53,543
Average Number of Visits per Weekend	1,293
Average Number of Hits per Weekend	28,397
Most Active Day of the Week	Monday
Least Active Day of the Week	Saturday
Most Active Date	May 12, 2004
Number of Hits on Most Active Date	64,922
Least Active Date	May 01, 2004
Number of Hits on Least Active Date	10,314
Most Active Hour of the Day (p.m.)	10:00-10:59
Least Active Hour of the Day (a.m.)	02:00-02:59

**Business Standards Division Web Site Statistics for May 2004**

## Mike Field – Computer Programmer

Mike received his Biology degree in 1980 and Public Health Administration degree in 1996 from the University of Wisconsin, Madison and Eau Claire. Additionally Mike obtained his pilots license in 1985.

Montana's great outdoors drew him to the state. Hobbies include mountain hiking, big game hunting and white water rafting. As a side line Mike is building his own 'home on a hill'.

Mike has been with the State since 1997. First working at the Department of Environmental Quality and then the Department of Labor and Industry.

Mike is the **Web Master** for HCLB. Mike has populated the Business Standards Division site with 2,200 web page documents. As a member of the Change Control Committee, he receives requests from the Program Specialist when a change is needed on the Internet, or a process needs to be modified. Mike is responsible for placing current information from the 19 boards and one program on their respective web page.

Mike provides training sessions for staff bringing them into the dynamics and changing science that is continually evolving in Information Technology. Working in this field, Mike has been instrumental in 'raising the bar' and bringing continued efficiency to the HCLB.

In this age of technology, Mike has brought sophistication to the database and project management as he works with the staff for the benefit of the citizens of Montana. The website can be viewed at [www.discoveringmontana.com/dli/bsd](http://www.discoveringmontana.com/dli/bsd)

## John Kershisnik – Computer Programmer

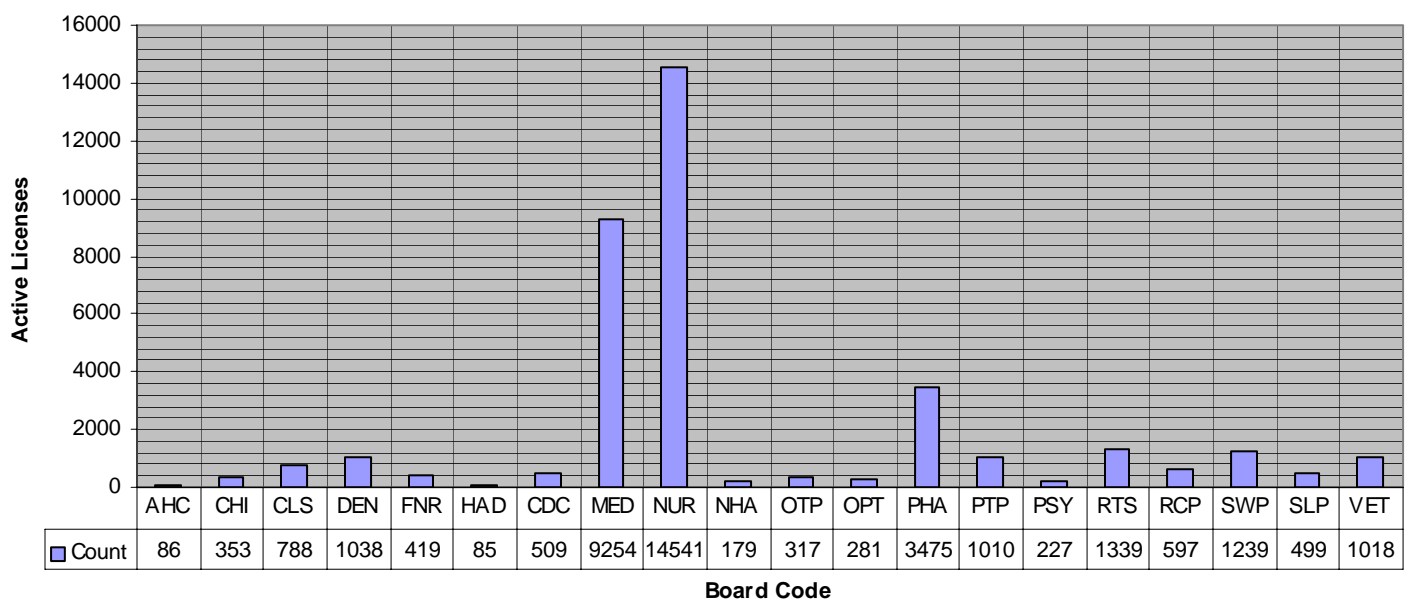
John received his Business Administration Degree in 1985 from the University of California, Berkeley. He was conferred a dual Math and Science Associate Science Degree in 1983. Montana's big sky and wide-open spaces enticed he and his wife Carol, to relocate. John has been with DLI for seven years working with the Oracle and Access database systems.

Between the Helena College of Technology, Sequel and basic Oracle classes, John is self-taught in implementing his knowledge to the database. He designed all the current Access databases for task management, board members, labels and continuing education.

John writes the manuals explaining, in a user-friendly format, the Access database as well as the Oracle Run Time for the HCLB staff. He also maintains 170 reports and additional exam extracts. John updates reports for the boards as requested and needed.

The HCLB staff could not perform their jobs in a timely manner if they didn't have John behind the scenes offering his help and expertise.

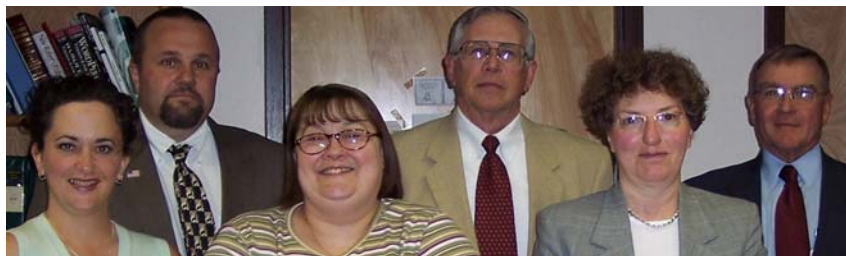
**License Count per Board Comparison Graph**



**Information Technology Staff**

IT Supervisor, Guy Stavnes

IT Staff: (from left to right)

Mike Field, John Kershnik,  
Hurrell Carter, (Building  
Codes), And Paul Mickelson**Legal Unit Staff**Back Row: Gene Allison, Lon Mitchell, Jack Atkins  
Front Row: Darcee Moe, Lori Ballinger, Lorraine SchneiderShelley Blakeslee,  
Paralegal

Susan Peters

**Legal Unit****Shelley Blakeslee,  
Paralegal**

Ms Blakeslee earned her Bachelor Degree in Paralegal Studies from the University of Great Falls, in 1997; this included a one-year internship through the Business Standards Division, Legal Unit. Shelley has been with the BSD, Legal Unit, for over six years, providing litigation support to the Department's staff attorneys.

Ms Blakeslee's job duties include legal research; preparation of Notices of Discipline; Stipulations; discovery and motions attached to a contested case, or a case going through the hearing process. Under the supervision of the attorney assigned to a contested case, Shelley assists in every step of the hearing process from issuance of a Notice to the final disposition, whether at the administrative or judicial level.

**Lon Mitchell**

Mr. Mitchell has been with the state for over 20 years working with the Departments of Commerce, Livestock and Labor & Industry. Lon received his Juris Doctorate degree from Gonzaga University, Spokane, WA in 1975.

Mr. Mitchell also served our country through his military service in the United States Army. He served in Southeast Asia, Philippines, for three years and currently serves as Vice-Chairman of the National Army Security Agency Association (an organization of 'former' military intelligence personnel). Several boards sponsored Lon's attendance at the Association of State Agency Attorneys and Administrators (ASAAA) meeting in

Scottsdale, AZ, September 12 – 14, 2003, where current legal trends were discussed by attorneys of all state participants. This meeting also delineated interpretations of administrative law and administrative law cases. It was felt that this meeting was highly beneficial to the Legal Unit as it assists in being 'ahead of the curve' in legal matters.

**Jack Atkins**

Mr. Atkins has been with the state for two and a half years. Prior to that he was in private practice in Helena and Bozeman for 24 years. He also was chief deputy for Montana Attorney General Robert Woodahl; motor carrier counsel for the Montana Public Service Commission; and clerked for Justice John C. Harrison on the Montana Supreme Court. Jack received his Juris Doctor degree from the University of Montana, Missoula, in 1971.

Mr. Atkins also served our country through his military service as a Captain in the United States Army. He served in Germany for two years, Viet Nam for one year and Ft. Eustis, VA for one year. Jack's son, Travis, recently returned from Iraq where he served with the Army's 101<sup>st</sup> Airborne.

**Lori Ballinger**

Ms Ballinger has been with state government since 1996. For two years she contracted as Administrative Law Judge (ALJ) for the Child Support Enforcement Division (CSED) and continued the ALJ position for CSED until

1998 when she came to the Department of Labor & Industry. Prior to that Lori was in private practice from 1990 – 94. Ms Ballinger received her Juris Doctorate degree from the University of Montana, Missoula, in 1990.

Lori attended the National Council of State Boards of Nursing, "Investigator, Attorney Summit", June 2004, in Philadelphia, PA. Topics included Generational Issues in Discipline and Differences Between Compliance and Remediation. Keynote speaker, David Marx, spoke on "A Just Culture". Lori also attended the National Council of State Boards of Nursing, Institute on Regulatory Excellence, January 2004, in Ft Worth, TX.

National meeting attendance allows for networking with other state personnel, discussing current information on nationwide issues and trends, then bringing that information back to the board members.

Ms Ballinger loves her position as prosecutor for the Board of Nursing. As an individual Lori is given a sense of fulfillment, knowing that what she does helps and benefits the citizens of Montana. Working with a board is different from private practice. Board composition is continually changing as terms end for board members. New personalities are appointed to the board causing an assimilation of ideas, experience and adjustments for board members, working as a team.

Lori is a long-standing knitter who is always ready for a new project. Familiarity with French, Spanish and Japanese has given her basic reading and conversation skills in those three languages. She is currently



learning Portuguese in order to communicate with two elementary children she is sponsoring in Mozambique, Africa.

## **Darcee Moe**

Ms Moe received her Juris Doctorate degree from the University of Montana, Missoula, in 2000 and has been with the Department of Labor and Industry since August 2000. Darcee enjoyed summer internships with the State Auditor's Office as a law school student.

Darcee attended the Federation of Associations of Regulatory Boards (FARB) Forum, February 6 – 8, 2004, in Amelia Island, FL. She also plans to attend the Attorney Roundtable at the American Association of Dental Examiners' annual meeting in Orlando, FL, September 29 & 30, 2004, as board counsel for the Board of Dentistry.

Ms Moe has been board counsel for thirteen different boards since coming to the Department of Labor & Industry. Eight of these Boards are within the HCLB. Darcee enjoys representing the boards as clients. The variety of people, personalities, experiences and viewpoints naturally emerges into the boards' interactions. Darcee finds herself in a continual learning process with the different professions these boards regulate.

## **Susan Peters**

Ms. Peters has been with the Legal Unit since December 2001. Susan's job duties include assisting the attorneys by compiling, proof reading and mailing legal documents. The major part of her work, however, entails the rule review process. Susan is under the supervision of Paralegal Blakeslee.

Ms Peters submits proposed Notices' for new rules, amendments, repeals and adoption of those changes. Currently the Legal Unit is undergoing the mammoth job of transferring each board's administrative rules from the Department of Commerce to the Department of Labor and Industry, using the schedule of rule transfer. The Legal Unit and the respective boards attempt to coordinate the rule transfer with existing rules the boards are in process of noticing.

Within the Legal Unit, Attorney Darcee Moe is the alternate reviewer for Rule Reviewer Mark Cadwallader. Susan works closely with Mr. Cadwallader and Ms Moe as they review the rule notices before she submits them to the Secretary of State for filing.

## **Anne O'Leary**

Ms. O'Leary received her Juris Doctorate degree from the University of Connecticut, Hartford, Connecticut in 1983; Undergraduate degree in English from Harvard University, Cambridge, MA in 1973; Masters in Soviet Studies, University of London, London England, 1975 and the LL.M., Master of Law in Taxation from New York University, New York, New York, in 1990. Anne has worked for state government for 4 ½ years. Currently her work is part time for the Legal Unit. Prior to the Business Standards Division, Anne worked for the Human Rights Division. Her private practice included tax law with the firm Shipman & Goodwin, Hartford, CT on the east coast and Connecticut Attorney General as a Tax Attorney.

Ms O'Leary is assigned to the HCLB boards of Clinical Laboratory Practitioners, Medical Examiners, Physical Therapists and Veterinary Medicine.

The Board of Medical Examiners annually sponsors Anne's trip to the Federation of State Medical Boards. Ms. O'Leary has also been able to attend the annual Federal Association of Regulatory Boards (FARB) national meetings.

Anne's hobbies include attending "Fiddle Camp" and performing at the Blue Grass Festival in Helena, late June 2004. Her love for animals is exhibited by her menagerie of five equines, six felines and three canines, which explains her interest in the Veterinary Board. Throughout her childhood and adolescence, foreign travel has been an integral part of Anne's life; her father was in the Air Force with NATO. Russia remains a passion for Ms O'Leary, who reads and converses in the language. Her first trip to the former Soviet Union was in 1971. Her discovery of the old Russian settlements in Alaska, when her father was stationed there, sparked her desire to learn more about the country, the language and the culture.

## **Lorraine Schneider**

Ms. Schneider received her Juris Doctorate degree from the University of Montana, Missoula, in 1984 and has been with state government for several years. Lorraine worked in the Justice Department before coming to the Department of Labor & Industry in April 2003. Prior to state government she was engaged in private practice of law for 19 years in Glendive, MT. When in Glendive Lorraine was a member of the board of directors of a health care facility, a trustee of Dawson Community College and represented a number of corporate boards while engaged in private practice.

Lorraine's passion for the constitution and love of writing drew her into the legal profession. Words mean things. Lorraine enjoys the challenge of choosing words that convey the feelings, within

the context, of her professional and personal writing. She stays vigilant in issues concerning the right of privacy and the right to be free of unreasonable search and seizures. We can all be thankful for her diligence in these constitutional areas.

Four HCLB boards are assigned to Lorraine, the Boards of Nursing, Alternative Health, Social Workers/Professional Counselors and Pharmacy.

## **Gene Allison**

Lead Attorney Gene Allison, received his Juris Doctorate degree in 1990 from the University of Montana in Missoula. After graduating, he was a Deputy County Attorney in Great Falls for a number of years. Following a short stint in private practice, he came to the Department of Labor in 1996. Thereafter, he left the Department and worked as an assistant Attorney General for five years before returning to the Department of Labor and Industry in 2002.

As lead attorney, Gene is responsible for supervising the staff and attorneys assigned to the various boards and programs at the Business Standards Division including the 19 boards and one program in HCLB. Assignments are made by determining attorney workload, expertise and matching interests of the attorney with professions. Attorneys assigned as Department Counsel prosecute licensees for violations of Board Statute and Rule. Attorneys assigned as Board Counsel advise the Boards on a variety of topics and occasionally file court cases on behalf of the Board.

Gene attended the National Association of Real Estate License Law Officials (NARELLO) meeting in Portland, OR in 2003, and hopes to have Montana represented at the 12th Annual Attorney Certification Seminar in Professional Regulatory Law to be held October 8-10, 2004. The seminar is put on by the Federal Association of Regulatory Boards (FARB). FARB provides a forum for the exchange of information as well as interaction between individuals and agencies involved in regulatory law and the licensing of professionals. The seminar will feature presentations by a variety of experts in administrative law and will include an analysis of current legal issues that impact regulatory boards and their attorneys. Sessions will cover investigations, notice, procedural and evidentiary matters, forms of hearings, deliberations and final orders. Other topics will include Americans with Disabilities Act. Gene feels that the FARB Attorney Certification Seminar will provide valuable instruction for those who attend.

Department of Labor &  
Industry  
Business Standards  
Division/HCLB

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Jim Brown, Administrator, BSD  
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hc\\_index.asp](http://discoveringmontana.com/dli/bsd/license/hc_index.asp)

Layout and Design by Mary Hainlin  
Photos by Billie Veerkamp

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Business Standards Division  
Health Care Licensing Bureau  
301 South Park, 4<sup>th</sup> Floor  
PO Box 200513  
Helena, MT 59620-0513

✿ **BOARD TIDBITS** ✿

- Did you know that employers may view the licensee lookup on the website to verify an employee is currently licensed, [saving a phone call to the board office?](#)
- Did you know that all HCLB regularly scheduled board meetings are posted on the web site [along with the Agenda](#) for that meeting?
- Did you know that each Health Care Licensing Board has a link to the [Job Service](#) for current open positions in the health care field?
- Did you know that each board web page has "[related Internet links](#)" to the National Associations and Exam services that are available?

***Compliance Unit -Fiscal Year 2004 Complaints Received and processed:***  
*UNIT 1* - 307    *UNIT 2* - 243

**Business Standards Division - - May I Help You?**

Our reception area includes three receptionists to assist the telephone traffic for the HCLB, Building Codes Bureau and the Business and Occupational Licensing Bureau. Sherri Staats, HCLB, is lead receptionist, Barb Kibler is the receptionist for BOLB and the receptionist for Building Codes will be announced at a later date. We look forward to your calls and visits to the Business Standards Division.

*Sherri Staats, Lead Receptionist*



**CUSTOMER NAME  
STREET ADDRESS  
CITY, ST 70934**